



# Tampa Letter Carrier

## From the President's Desk



**Alan W. Peacock**  
President, Branch 599

The Postmaster General has begun his new down-sized staffing from the Field and Headquarters levels. There have also been some faces changing locally. We have a new OIC Postmaster, Gary Vaccarella. Hopefully, as the dust settles, we will have a climate where we can continue to bargain in good faith. Time usually will tell if they are on a particular agenda or they have the desire to work with the employees for the betterment of our service to our customers. If they are strictly

number crunchers and data driven, then the

The American public gives us an 83% approval rating and that is the highest in the federal sector.

workforce will react in the manner of which they are treated. We continue to have huge staffing problems at most offices and there are many reports of cross craft and management doing bargaining unit work. The clerks seem to let this go

without grieving the violations. Management is remiss to think that NALC will not deal with these issues. Management is required by the M-39 to properly staff clerks for the purpose of a smooth delivery operation. Continuously claiming mail volume is dropping in order to change starting times is irresponsible and a disservice to our customers. NALC and the Postal Service have agreed to another round of JARAP [Joint Alternate Route Adjustment

Process] route adjustments. What a surprise,

we just can't micromanage ourselves enough over the next year without more minor adjustments. Sometimes you wonder if we haven't fallen for a bag of tricks that seem to destroy good routes and continue to change the landscape of the routes

we bid on by seniority. The Postal Rate Commission has ruled against the Postal Service on the idea of eliminating six-day delivery, as well as downplaying the figures the Postal Service claimed it could save by cutting out a day of delivery. Those of us who work for the Postal Service are not shocked by their fuzzy math. Long before one of our competitors would hang onto the slogan, we were becoming a logistics nightmare. There is no machine that is worth the billions of dollars in cost as well as unknown cost of maintenance that can ever replace the heart and soul of the postal workers who have moved almost half the world's mail at the lowest cost of any nation on this earth.

*(Continued on page 3)*



**Branch Meeting**  
**Thursday**  
**May 5**  
**7:30 PM**

## Branch 599 Office

3003 W Cypress Street  
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www.nalc599.com

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President

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Monday-Friday

8 AM – 4:30 PM

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## Tampa Letter Carrier

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National Association of Letter Carriers, Branch 599, 3003 W Cypress Street, Tampa FL 33609-1698, publishes the *Tampa Letter Carrier* monthly. The opinions expressed in this publication are those of the writers and do not necessarily reflect the opinions of Branch 599, NALC.

It is the policy of this publication that all articles submitted for print must be signed by the writer.

Please submit any and all articles to be published in the *Tampa Letter Carrier* to the Editor via email at editor@nalc599.com no later than the 5<sup>th</sup> of each month in order for us to meet our time limits to the publisher.

## Officers

Position	Officer	Phone
<b>President</b>	Alan W. Peacock	813.765.0599 office 813.875.0599
<b>Vice President</b>	Tony Diaz	813.598.9635
<b>Recording Secretary</b>	Michael Brink	813.661.1639
<b>Financial Secretary</b>	Gilbert Cabanas	813.855.0516
<b>Treasurer</b>	Ray Garcia	813.787.3640
<b>Sergeant-at-Arms</b>	J.C. Howard	813.310.0689
<b>MBA/NSBA</b>	Al Guice	813.422.4967
<b>Health Benefit Rep.</b>	Terry Franklin	813.758.3061
<b>Director of Retirees</b>	Lance Jones	813.220.1292
<b>Trustee Chair</b>	John Gebo	813.503.1256
<b>Trustees</b>	Joe Oliva	813.299.8442
	Lori McMillion	813.263.7101
<b>Labor Management</b>	Sam Santilli	813.215.7595
	John Rowland	813.770.7769
<b>Presidents Emeritus</b>	Garland Tickle • Orbe Andux Donald Thomas • Michael Anderson James Good	

## Executive Board Meets

Thursday 6:30 PM

May 5

June 2

July 7

## Shop Stewards will Meet

Tuesday 7 PM

May 3

May 31

July 5

## Shop Stewards

Station	ZIP	Steward	Station No.	Steward's No.
Brandon	33510	Terry Franklin	813.661.1639	813.758.3061
	33511	John Lykins	813.661.1639	727.542.4092
Carrollwood	33618	Vacant	813.960.8894	
Commerce	33602	Pedro Jimenez	813.242.4507	813.727.9280
Forest Hills	33612	Alan Robinson	813.935.2954	813.843.9762
Forest Hills Annex	33613	Nick Cullaro	813.935.2954	813.541.8159
Hilldale	33614	Sam Santilli		813.215.7595
Hilldale Annex	33634	Julio Acosta	813.889.3913	
Hyde Park	33606	Tom Cobert	813.873.7189	813.694.0711
Interbay	33611	Loney Cason	813.831.2034	586.668.0131
Interbay/Peninsula	33629	Jim Tremblay	813.831.2034	813.323.6534
Palm River Annex	33619	J.C. Howard	813.663.0048	813.310.0689
Plant City	33564	Varick Reeder	813.719.6793	315.491.6234
Port Tampa	33616	Loney Cason		586.668.0131
Produce	33610	John DeRosa	813.237.4280	813.850.8418
Ruskin/Sun City Ctr	33570	Jack Hencoski	813.634.1403	813.928.9034
Seminole Heights	33603	Tony Diaz	813.237.4569	813.598.9635
Sulphur Springs	33604	John Rowland	813.237.4569	813.770.7769
TCA/Peninsula	33609	J.R. Harazin	813.873.7189	727.418.8090
TCA/West Tampa	33607	Don Wiseman	813.873.7189	813.713.6273
Temple Terrace	33617	Warren Sumlin	813.899.2405	813.486.7612
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679
Ybor City	33605	Detlev Aepfel	813.242.4507	813.505.7914

# From the President's Desk

(Continued from page 1)

What we do will never be enough for the people we work for, but remember we are the most trusted workers when it comes to our customers, the American public, and *that* we should take pride in. The American public gives us an 83% approval rating and that is the highest in the federal sector.

Daylight savings time is back and as that doesn't change the window of operation it is apparent that it might be another reason for the later starting times. Safety is a major concern when management will still chide the carriers to punch in to office time when there are still street duties to perform. The coercion that exists, does set the tone that attempting to have carriers rush, establishes atmosphere for unsafe work practices. Talking safety is not the same as acting safely. Crowded conditions and poor staffing that has come from closings and consolidation of operations seems to be a recipe for disaster. We are also hearing of deliveries being curtailed due to the later starting times. Understand that the new interim adjustment review period is ongoing and the current review of data is going to determine your next minor adjustment. The *Agreement* provides for two review periods and will extend beyond the end of our current contract. The first two evaluation periods are: March/April with analysis date of May 1 and implementation from May 1 – July 31,

the evaluation April/May, analysis date June 1 with implementation June 1 – August 15. The last evaluation begins September – October 15, analysis October 18, implementation October 18 – February 28. During any of these reviews all carriers should look for posting of work hour/ work load reports so you can review data that is involving your route. If there are any discrepancies you should notify your steward. Remember anything you hand off of your route, whether it is part of your office or street duties, should be noted on a 3996, including

losing money. The fact is, when did congress freeze their wage increases? They are so interested in controlling everybody but themselves. The contract they question is back loaded with no increase until 2012. That is why they call it contract negotiation. There was give and take and both parties agree to accept the settlement before them. There are many rallies taking place all across the nation. We hosted one here on April 4; there were about forty sign wavers at the morning session and over one hundred fifty at the afternoon session. That was a good turnout considering it was on a Monday and a workday. We are trying to put together a branch e-activist database here for the purpose to notify the e-activist whenever there is a call for support of a rally. Another topic is contributing to COLCPE; during the April branch meeting I asked how many members have started giving to this job and benefit insurance this year; I saw two people raise their hand and one was a retiree. If you don't think action on political issues is important, think about why the Postal Service hired a person with 30-years experience as a congressional aide and lobbyist to be the new Deputy Postmaster General. It definitely wasn't for his knowledge of the

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(Continued on page 4)



Great turnout at *We Are One* rally that we hosted on April 4!

Express Mail. You create the data they use to make the minor adjustments.

On the legislative scene, we are up against a big monster, one that wants to shut down government, blame the public workers and their unions, take away your right to select your representatives who bargain on your behalf — basically it is an all out assault on the working class. On Tuesday April 5, congress grilled the Postmaster General and the President of the APWU for settling on their collective bargaining agreement. They questioned how they could agree to a wage increase of 3.5% when they are

# Treasurer's Report



Ray Garcia  
Treasurer  
Branch 599

March 2011

<b>Starting Balance</b>	
BB&T Checking	\$13,078.76
Total Deposits	20,992.15
<b>Balance</b>	<b>\$34,070.91</b>
President Salary [3 pay periods]	\$6,003.89
Chief Steward	162.75
Recording Secretary	94.35
Steward/VP	280.26
VP lost wages	774.32
Financial Secretary	526.09
Treasurer	485.09
Steward/Sgt-at-Arms	149.83
MBA/NSBA	47.17
Steward/HB Rep.	119.24
Director of Retirees	23.59
Trustees (3)	113.22
Steward/Labor Management (2)	304.29
Stewards (13)	1,887.43
Steward lost wages	111.56
Branch Office Secretary [3 pay periods]	2,934.81
Branch Office Secretary HB	294.00
Orlando Seminar	594.70
Myrtle Beach Rap Session	485.18
Branch Cellular Phone	175.46
Branch President Benefits	2,209.80
Retirement Gratuities (3)	450.00
TLC, Inc. Rent	600.00
Digital Signature (2)	140.00
Postmaster - Postage	485.00
Security Guard	45.00
CIT Tech	356.31
Ray Anthony Print.	112.35
Verizon Service	362.50
Editor/Webmaster	160.00
Harland Printing (500)	156.72
Westcoast Computers	406.49
Staples Credit Plan	1,034.23
<b>Total</b>	<b>\$22,177.48</b>
April 1, 2011 Balance	\$11,893.43
BB&T Money Market	216,086.35
Wachovia CD	100,000.00
Regions CD	50,000.00
<b>Grand Total</b>	<b>\$377,979.78</b>

## From the President's Desk

(Continued from page 3)

*Domestic Mail Manual*. If you don't get off the sideline and join in this battle, then sit back and watch the stroke of the pen that wipes out forty years of progress.

I will leave you as usual with a quote; this one is from John Ralston Saul. *Democracy is the only system capable of reflecting the humanist premise of equilibrium or balance. The key to its secret is the involvement of its citizen.*

My advice is: get involved or let someone take what you don't want to lose.

Fraternally Yours in Solidarity,

Alan W. Peacock

President, Branch 599

## Sharing Our Members' Joys & Sorrows

### One of Our Members Needs Your Help

Dear Brothers and Sisters:

We have a young member of our Branch who needs our financial assistance. His name is Jedrek Cordero, a TE [Temporary Employee] at Town N'Country Station. Jedrek and his wife recently lost their newborn son. Understand that TEs do not have benefits and this unfortunate and painful experience is compounded by the debt that unexpectedly comes with it. If you can find it in your heart to help this brother and his family, please notify your shop steward or contact the Branch office. For direct donations, you can send your expressions to:

Mr. & Mrs. Jedrek Cordero  
6236 Moog Road, Holiday FL 34690

Fraternally yours,

Alan Peacock, President, Branch 599

### Recovering

**Michael Crowder** [Interbay] was moved to Sable Palm Health Care Center in Largo and can have visitors.

Our deepest sympathy and prayerful support is extended to the family of **Steve Longworth** [retiree], whose passing was March 20; to **Micky Burney** [Palm River] at the passing of her sister; to **Michael & Carolyn Youngblood** [Palm River] at the passing of his father, March 29; to John Schakel Jr. [retiree] at the passing of his father; and to **Mr. & Mrs. Jedrek Cordero** at the loss of their newborn son.

# Around the Horn

Brothers and Sisters, thank you for the opportunity to attend and represent Branch 599 at the three-day Regional Rap Session in Myrtle Beach SC. The weekend began bright and early Friday; the morning and afternoon sessions offered a variety of classes with thorough presentations. Saturday offered morning classes followed by a general session after lunch. On Sunday, the general session continued until the Rap Session was concluded shortly after noon. On behalf of Branch 599, I accepted two huge Food Drive awards. The first for being the #1 Branch overall, in the entire country, for the total collection of food. Branch 599 received a standing ovation; it was a great feeling to accept this award on behalf of our Branch. The second was for being the #1 Branch, again in the nation in category VIII, with 1000-1499 members. *Congratulations to all of Branch 599...what a great accomplishment!* For this year, Lori McMillion, Food Drive Coordinator, has been planning for May 7 to insure we are prepared to continue the excellence.

Before I continue with my report, I wanted to mention several days following the deadline for last month's article, the APWU [American Postal Workers Union] and the USPS reached a tentative agreement on a new contract. All of you should be aware of this, regardless if it is another union, it is important. The following statement is found on the NALC website regarding the agreement.

## USPS-APWU tentative agreement March 14, 2011

NALC respectfully recognizes the dedication and professionalism displayed by our sister union, the APWU, and the Postal Service in negotiating a

tentative agreement to replace their contract, which expired Nov. 20, 2010. We understand that a ratification vote will be held shortly.

The tentative agreement appears to address the unique challenges confronted by the APWU in this round of collective bargaining, as the crafts it represents have suffered major job losses due to the ongoing transformation of the Postal Service.

NALC and APWU have bargained separately with USPS since 1994. The NALC contract expires on Nov. 20, 2011. We look forward to the start of collective-bargaining negotiations in August 2011, or earlier, when we will focus on the unique contributions of letter carriers as well as the unique circumstances and challenges facing the 203,000 City Letter Carriers who perform the core delivery function of the Postal Service.

I mention the tentative agreement and the response in view of the fact that the NALC had concerns on what the APWU would negotiate. What they would *give up*, what they would settle for. During the final day of the three-day Rap session, Region 9 National Business Agent Judy Willoughby and Lew Drass, National Director of City

Delivery (filling in for President Fred Rolando), gave an overview of our upcoming National negotiations. Both officers mentioned the APWU negotiations, their concerns, and why we have bargained separately with the APWU since 1984. The NALC has many positive attributes it will bring to the negotiating table, unique from the other unions. *The NALC will approach negotiations knowing carriers are the backbone of the Postal Service. There is a need for carriers like no other craft, however, with that said, expect the NALC to face tough negotiations with the USPS*, stated our

Business Agent.

There is however, an interesting side note to the tentative agreement.

Since the tentative agreement was reached between the APWU and the USPS, the House Oversight and Government Reform Committee Chairman, Darrell Issa is questioning the agreement. How can an agency losing billions negotiate a contract with a raise included? We must pay attention as to what transpires with this inquiry, seeing our negotiations will begin in August if not sooner. Postmaster General Donohoe has had to answer to many questions regarding the tentative agreement. Three important aspects of the tentative agreement are the significant increase in workforce flexibility (5.9% to 20%), a wage freeze for the first two years, and pay schedule for new employees that is 10.2% lower than the existing schedule. The increased workforce flexibility will be attained through the use of non-career employees. The USPS estimates the new agreement, if ratified, will save the agency 3.8 billion dollars. It is certain the USPS will try to negotiate for the same, higher flexibility, a lower pay scale for new carriers and a wage freeze. Be assured with President Rolando and the negotiating team assembled, the NALC is very well prepared to begin. They are armed with the many wonderful things our craft does throughout the year—Food Drive, Carrier Alert Program, MDA, Customer Connect, and participation in JARAP. Our success with these programs makes us the face of the Postal Service.

The General Session had Legislative/  
*(Continued on page 10)*



**Tony Diaz**  
Vice President  
Branch 599



Branches 1,000-1,499 Members Category VIII		
Tampa FL	Br 599	2,062,529
West Coast FL	Br 1477	1,763,514
WPB FL	Br 1690	670,254
Jacksonville FL	Br 53	592,000

# A Point of Personal Privilege



**Ray Garcia**  
Treasurer  
Branch 599

## No COLAs Yet!

Approximately 8:30 AM on March 28, 2011, I drove by Race Track gas station via Waters Avenue on my way to the Union Hall. The price of 87 octane gasoline was \$3.449 a gallon. At around 3 PM that same station had the price of 87 octane gas at \$3.559 a gallon. This evening, April 5, 2011, the price of 87 octane gas at this same station was \$3.699 a gallon. This according to my arithmetic is a price increase of 25 cents a gallon in just 8 days! However, Congressional Democrats and Republicans remain silent on the uncontrolled price increases. I find it obscene that my president has not even mentioned this! President Obama, isn't it time to put a price cap on gasoline prices? You have put a price cap on any COLA increases for those of us retired but not on *Big Business!* This is criminal on your part!

The *Federal Times* released the following information pertaining to the USPS ending 6-day mail delivery: The Postal Regulatory Commission

(PRC) found that ending Saturday delivery would not save the USPS their projected \$3.1 billion! The PRC found that the real figure was closer to \$1.7 billion. *Postmaster General Patrick Donahue (in typical management thinking) defended the \$3.1 million estimate, saying it was based on extensive market research.* I wonder if those market research pencil pushers are investors in those companies seeking to privatize the USPS. PRC found that 5-day delivery would delay 25% of first class and priority mailings by 2 days! The result in this type of delay, as consistently maintained by

Our government leaders must be ostriches, in that if they put their heads in a hole the problem will go away all by itself.

President Rolando, would hurt rural and remote customers!

It seems that the new postmaster is going to allow a buyout of employees. Yes, however, it will be only for non-bargaining employees that are eligible. The amount will total \$20,000 but it will be paid out over a 2-year period of \$10,000 per year. This is supposed to slash 7,500 positions and close 7 district offices. The 7 district offices are: 1) Columbus, Ohio; 2) Troy, Michigan; 3) Carol Stream, Illinois; 4) Providence, Rhode Island; 5) Macon, Georgia; 6) Billings, Montana and 7) Albuquerque, New Mexico. I believe there should have been eight with the office in Washington, D.C., the home of our brave postmaster, being closed! What about any of the craft employees affected by these closings? They are not privy to the USPS paying for them to move like upper management. PMG said the positions to be eliminated include administrative, front line supervisors and postmasters but it was unclear if any of the positions already reverted would be

included in the 7,500 count. If I know management and their fuzzy math, probably 7,000 were eliminated 20 years ago! There has been no specific shut down date given for any of the district offices that will affect 419 employees. Naturally, these offices will be subject to excessing. Notice it is employees not employers being excessed! Further estimations are that 1,750 supervisory jobs will be cut throughout the country and this total includes those lost with the closing of the Southeast Area Office in Memphis, Tennessee earlier this year. This so-called *reorganization* is supposed to cut \$750 million in costs by next March? I guess the PMG read one of my previous articles on how much money could be saved by eliminating upper management pencil pushers. I wonder if I'll receive a bonus check for my idea on these possible monetary savings.

Hey, Congressional Democrats, Republicans and President Obama, isn't it about time you refund the USPS the \$65 billion that were made in overpayments for retiree health care benefits? Instead these crooks are continuing to stall and delay the repayment of these funds, but they want payment of \$5.5 billion by September of 2011. These dummies continue to complain about the USPS deficit growth, but with this forced payment will swell the deficit beyond the \$8.5 billion reached last year. Our government leaders must be ostriches, in that if they put their heads in a hole the problem will go away all by itself.

*Grudge not one against another, brethren, lest ye be condemned: Behold, the Judge standeth before the door. James 5:9*

**5-day** is the **wrong way** to **save** the **Postal Service**

Learn more at [www.nalc.org](http://www.nalc.org)

# Things You Should Know: Standing Up for Your Rights



**Gilbert Cabanas**  
Financial Secretary  
Branch 599

By now everybody should know that the longstanding era of Bingo is over. Like everything else in our world, all good things must come to an end. Bingo at one time was very good for our Union Hall. Paying for everything from conventions to utility bills, it fully supported all of our needs for over 40 years, but things change and the current recession finally took its toll on the Bingo receipts. Starting this past January, new laws from the labor department also changed the ways the profits with matching receipts would have to be presented. So because of these new laws and the lack of new volunteers for

Bingo, it was decided by the Bingo committee to close Bingo altogether. Now our hall will have to be fully supported by our rentals and our Union dues deposits. But on the bright side, we will now have the ability to rent the hall on Fridays, one of the former Bingo nights. Friday will become a very popular day for wedding parties, graduations, and other family festivities. Remember, now all Union members are able to rent the hall at a \$300 discount for any of those same occasions or festivities. Prior to this new policy, Union members could only rent the hall for weddings. So please enjoy the hall with this new open policy for your entire family. Our property across the

street from the hall was finally sold; this will help with our much needed repairs and possibly paying off our bills from the bathroom renovations.

It seems that the APWU [American Postal Workers Union] has finally signed their contract, thus keeping their COLA. Perhaps our contract in November will be better than we first thought. Please continue working hard for our rights with rallies, emails, *Gimme 5 for COLCPE*, and any program that will keep our agenda

strong and together. We must continue to work to preserve our six-day work week intact because many folks are out there

trying to destroy the Union working people. This movement seems to be happening in all state jobs, city jobs and all government jobs. We must also support the folks in power who have our best working concern in order to prevail all of our endeavors. We cannot afford to let those in power take away our hard fought rights and blame it on this recession. Right now, all Unions are going through a difficult time with similar calls for wage freezes and cuts in benefits, but we cannot give up our right to be a collective bargaining Union. This was the reason for our strike in 1970; our rights and wages were always at the mercy of Congress without any Union collective

bargaining rights. Many carriers in those early days had to work 2 jobs just to support their family, so we cannot go backwards but move forward into our future. All our routes have been added to and retired carriers have not been replaced in the last 2 years. One would think that would be enough for management, but it is not. All craft workers have been moved around, eliminated, and retired, to the tune of over a hundred thousand jobs lost. When does it stop? When do the craft stop bleeding and stand up for their rights? So, you must be involved in your Union, attend meetings, rallies, mail-outs, email, and stay informed with the current events. Also, be concerned with all activities that control your Union hall money. On April 4, some of us carriers attended a rally at Columbus Drive and Himes Avenue to support our state workers to preserve their rights; this is the proper thing to do and we must continue to help each other to win this right. When any one Union worker loses their right anywhere in this country, soon other Union workers will be attacked. Once you lose your Union collective bargaining rights, you will lose your respect and dignity and your rightful place for a decent wage for your family. Together we can and will stop this movement on our collective bargaining rights.

When any one Union worker loses their right anywhere in this country, soon other Union workers will be attacked.



Learn more here: [www.nalc.org](http://www.nalc.org)  
Just click the *Gimme 5 for COLCPE* logo to learn more or to signup as an *e-activist!*

## Retirees Breakfast

Monday May 2 9 AM  
Coffee Cup  
4407 N. Hubert Avenue, Tampa

## The National Agreement and You

We are all employees of the United States Postal Service and as employees we are given guidelines to follow in the daily performance of our duties. The National Association of Letter Carriers is the Union that negotiates on behalf of all city letter carriers and the *National Agreement* is the contract that governs both parties in our daily performance of our duties as letter carriers. At the present time the National Officers of the NALC are preparing to enter into negotiations on a new National Agreement as the current one expires this November. I would like to address the National Agreement and its meaning to you the everyday carrier.

The members of the NALC Executive Board are currently preparing to negotiate, on behalf of all city letter carriers, our new National Agreement. You may ask – how do they know what I want in the new contract? The answer to that is easy – the National Conventions every two years address many varied issues brought forward from Branch members around the country. Those issues are considered by the Contract Administration Unit and their recommendations are forwarded to the membership for a vote at the National Conventions. Those items passed by the membership are then presented in negotiations by the Executive Board in Washington in an attempt to include them in any new agreement. This process starts well before any new negotiations are set to begin and it is the responsibility of all NALC members to get involved at the branch level to get any issue

The *National Agreement* is the single most important document that you will come into contact with during your career in the Postal Service.

considered at the Conventions. This process allows the National Membership the opportunity to be heard on those issues raised for consideration and allows the Executive Board members to be well prepared prior to the beginning of contract negotiations. Many members feel that their elected members should take care of all of this but you must understand that the Union is made up of all of its members and while I attempt to know as much as possible, I as well as all the other elected members of both the local Branches as well as the National Officers will never know everything. Without the input of all its members

many things can be missed and our contract will not be as good as we desire.

That said, let's look at some of the negotiated issues in the contract

that are important to all the membership. Overtime rules are in the contract for the reason of ensuring that Management distributes the overtime equitably and that those who do not want overtime are not constantly forced to work it. This said, it is important that all members are following the negotiated rules. I have had a number of members ask me to break the rules for them, but it seems like they forget that the rules are for every carrier and they must be followed for the benefit of all, not one individual. The 8-hour guarantee for a regular carrier called in on SDO [scheduled day off] is important and must be followed by all carriers as well as Management. Simply stated, if you are called in on your SDO you are guaranteed 8 hours of work or 8-hours pay in lieu thereof. This means that you are going to get 8 hours of pay if you are called in and you clock

in to work. This said, it is also the carrier's responsibility to work the 8 hours unless instructed to go home earlier than 8 hours. Your Steward should be on the lookout for this during the weekly Overtime Equity review at each station. One other item on the 8-hour guarantee is that if you as a carrier are not able to work the 8-hour guarantee, then Management is PROHIBITED from working you on that SDO. This means if you have a doctor's appointment and you are not able to complete 8 hours, then you cannot work on that SDO; there is no provision for working, say 5 hours, and going home and being paid for 8 hours. This is important and was negotiated by the National Parties for a reason, so if you are having issues with this, I urge you to contact your Steward to get the issue resolved.

Another issue I want to touch on is bidding for vacant assignments. Article 41 of the *National Agreement* addresses this issue as well as clarifying language in the *Local Memo of Understanding*. This is a negotiated right of bidding for so-called *Preferred Bids* and this is open to all carriers, with the exception of TEs, that have cleared their 90-day probation period. Management is required to post a chart of all vacancies of 5 days or more in an area where all carriers are aware of it and can access it for the purpose of applying for a bid. Understand that the leave calendar for the year is not sufficient to meet the requirement for posting. Also understand that bidding for a vacant T-6 assignment is not covered under this Article and you should refer to Article 25 for rules governing those bidding rules.



**Brian Obst**  
Former Chief Steward  
Branch 599

(Continued on page 9)



# Looking from the Outside

Jaime Rodriguez  
Retiree  
Branch 599

Unions for many years have been under the watchful eye of the Department of Labor; rightfully so, and you may wonder why. Our local NALC Branch 599 has been chartered by the National Association of Letter Carriers in Washington DC.

The National Association of Letter Carriers is the governor for all member Branches all over the US and Territories. They are the parents and we are the subordinate branches; the National Office has Rules and Bylaws that are implemented and voted on at the National Conventions. We establish and enact Rules and Bylaws at the local level and they must be approved by the National Office in accordance

We should consider having a CPA audit the books...

to the NALC Bylaws; our bylaws must not be in conflict with National or the Department of Labor.

**The Department of Labor is mandated to police complaints under the law.**

[1] Concerning unfair labor practices by the Postal Agency or the Union by a worker.

[2] Appearance of negligence in Union Elections; first, National must rectify whatever problem existed and if

no action is corrected by the National office then the Department of Labor is responsible for correcting the issues.

(Continued on page 11)



**Saturday  
May 14**

Lori McMillion  
Branch 599 Food Drive Coordinator

**Let's be #1 in the nation again!**

## Unionism

(Continued from page 8)

The *National Agreement* is the single most important document that you will come into contact with during your career in the Postal Service. This document is so important that the National Officers send you a copy upon its completion and ratification by the membership. I urge you to read the *Agreement* whenever you have a chance, and while some of the language is dry and you may not feel it applies to you, I can assure you that KNOWLEDGE is the KEY in both protecting yourself from unsavory individuals we have had the misfortune to meet in Management from time to time as well as helping you to understand what is expected of you and Management when dealing with the everyday issues on the job. Knowledge of what the *Agreement* says helps you ensure that you are being paid properly for the job that you are doing every day and it can

also help you defend yourself against improper disciplinary actions initiated by members of Management who are unaware of the provisions and guidelines of the *National Agreement*. On this matter I speak from experience and I hope that none of you have to experience it first-hand as I did, but should you be so unfortunate as to have it happen to you, it is important that you have more knowledge than those attempting to discipline you. Not to mention if you are aware you can generally avoid disciplinary issues in the first place.

This is simply one person's view and I would be more than willing to sit and discuss this subject matter at length with any interested party. Simply contact me and we can make arrangements for time.

Finally I would like to address the subject of non-members. I know that

this publication does not go to non-members, but I would like to appeal to all the members who read this publication to help your Branch leaders and try to get non-members to join the Union. The non-member is a carrier like you, only he is taking a free ride at your expense. He/she is reaping all the benefits of membership but not contributing to the fight the membership goes through daily. Take some time to talk to these non-members and show them the benefits of membership and let's see if we can get to that 100% organized number that we all would like to see. If you are not sure about who is or isn't a member, contact Gilbert Cabanas, your Branch Financial Secretary, and he can help you out.

Remember **Knowledge is the Key.**

Yours in Brotherhood,  
*Brian Obst*  
Former Chief Steward

# Around the Horn

(Continued from page 5)

Political Updates by Bridget Early. For those of you still not aware of the importance of our Legislative Department, funded by COLCPE, her presentation would have persuaded you. While the NALC lobbies on Capitol Hill for House Resolutions (H.R.) vital to our existence, we can make an impact by being an E-Activist and with our contributions to COLCPE. Think of COLCPE as an insurance policy to protect our jobs and our precious benefits. The USPS and many

legislators want to take back and strip us of the benefits we have fought for over the years. Keeping our 6-Day delivery is an enormous fight; losing one day would result in huge job losses. The anti-labor movement is as strong as ever, aimed to reduce our benefits and wages. Support your NALC Legislative Department, be a COLCPE contributor.

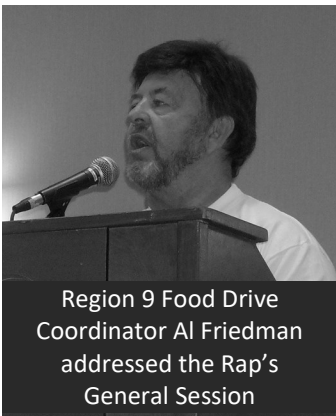
Thanks again for this opportunity to represent branch 599!!!!

### Quick Hits:

### Information you should know

\*) Another round of JARAP is now in effect. The first round will use the months of March and April, the second round will use April and May. It is very important that any and all auxiliary assistance is inputted to assure clock ring integrity.

**Look forward to talking to you again on the next *Around The Horn*.**



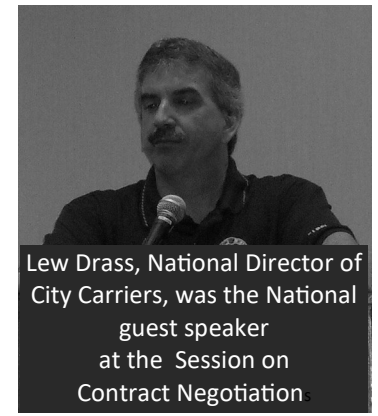
Region 9 Food Drive Coordinator Al Friedman addressed the Rap's General Session



Region 9 Business Agent Judy Willoughby addressed the General Session



Bridget Early, Southern Region Field Coordinator, spoke on Legislative/Political Updates



Lew Drass, National Director of City Carriers, was the National guest speaker at the Session on Contract Negotiation



Al Friedman and Tony Diaz

Tony receiving award for Branch 599 from Al.  
Certificate says:

### SPECIAL ACHIEVEMENT AWARD

*This certificate is awarded to BRANCH 599, Tampa FL*

**2010 FOOD DRIVE**

**1st PLACE OVERALL - NATIONWIDE**



Tony receiving award for Branch 599:

### EXCELLENCE

*This certificate is awarded to Branch 599, Tampa FL  
Category VIII (1,000 — 1,499 members)*

**1st Place Nationwide**

2,062,529 pounds of food collected

**2010 NALC FOOD DRIVE**

# Looking from the Outside

(Continued from page 9)

[3] The local Branch has the responsibility and is obligated to report to the Department of Labor in a LM-2 Financial Report on an annual basis; this includes all moneys received and all moneys dispensed; the expenses of the branch must be done in accordance to The Local and National Constitutions.

[4] The Department of Labor administers the Office of Workers Compensation Program; this covers your rights under injury compensation on the job.

### In particular, I'd like to address the LM-2 issue.

When new Union Officers are elected in our branch, they are responsible for submitting to the Department of La-

bor a complete Labor Management 2 Financial Report for the preceding year that shows activities that occurred while **they were not in office**.

The departing President, Treasurer, Secretary-Treasurer and Board of Trustees are responsible for keeping the financial books of the Branch in order. Procedures in reporting income and expenses are important so that when mistakes occur, it is easy to correct. All branch assets, moneys on

...put the needs of the branch first and consider correcting this issue.

the books, due expenses and inventories are forthright turned over to the new elected

official in a respectful and dignified manner.

Many new Branch 599 Presidents in the past have requested from the membership to have the receiving

Financial Books be audited by an outside professional in bookkeeping or Certified Public Accountant. We should consider having a CPA audit the books so if there is a discrepancy or misrepresentation on the books this could easily be corrected. We do not want the Department of Labor correcting our books, to battle or haggle over, as this could well turn out to be a costly mistake.

The new President is requesting from the membership, authorization to consult a CPA so the financial books of the branch be certified correct or corrected.

You the membership, when called to approve that a CPA be hired by the Branch to audit Branch books, should put the needs of the branch first and consider correcting this issue.

**Take care... Jaime**

## ARSLAN UNIFORMS

*Bill & Shirley Moran*

Retired Letter Carrier Branch 1477 St. Petersburg

Honorary Member Branch 599 Tampa

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